



# SUSTAINABILITY MANAGEMENT PLAN & POLICIES 2023





## TABLE OF CONTENTS

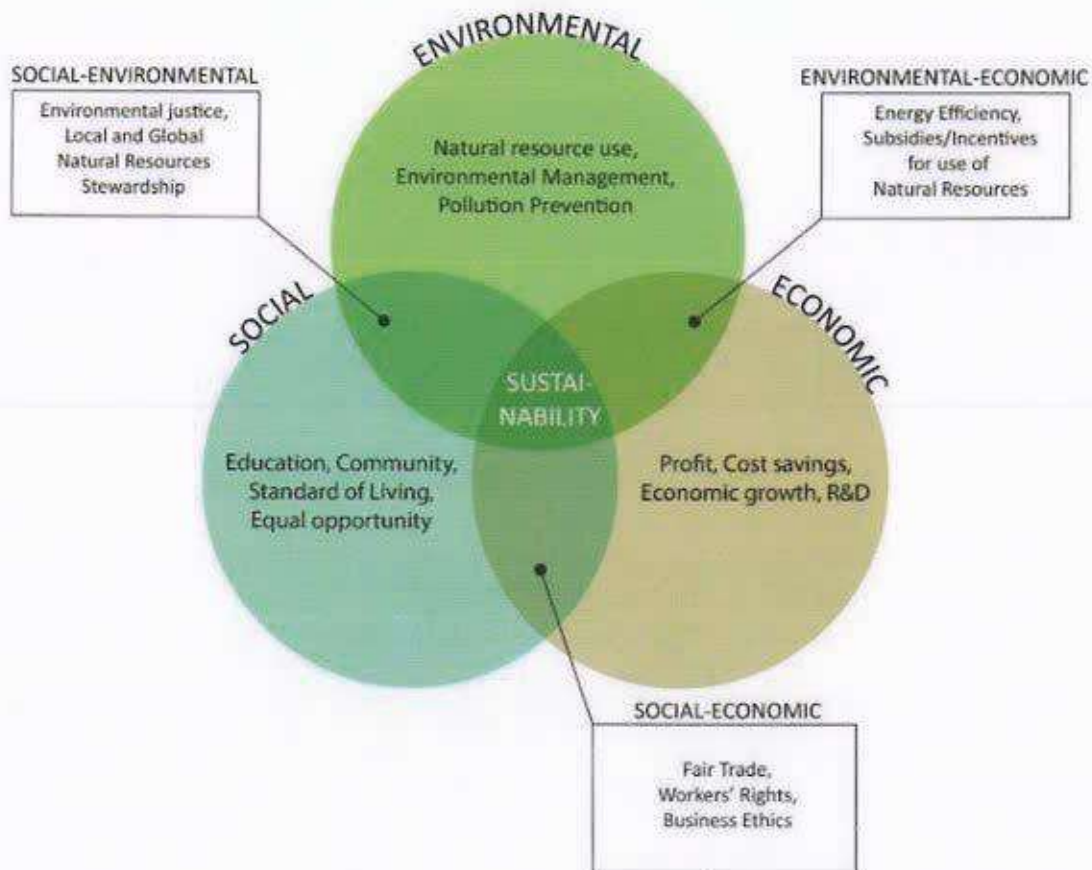
PURPOSE .....	3
SCOPE .....	4
REFERENCE.....	4
DEFINITIONS, TERMS & ABBREVIATIONS.....	4
RESORT FACT SHEET .....	6
SOCIAL RESPONSIBILITY JOURNEY.....	7
ORGANIZATION CHART OF THE RESORT .....	10
<b>A. SUSTAINABILITY MANAGEMENT .....</b>	<b>11</b>
A1. Implement a Sustainable Management Plan .....	11
A2. Legal Compliance.....	13
A3. Employee Training .....	13
A4. Customer Satisfaction .....	13
A5. Accuracy of Promotional Materials.....	14
A6. Local Zoning, Design and Construction .....	15
A7. Experiential or Interpretation Tourism.....	17
A8. Communications Strategy .....	19
A9. Health and Safety.....	20
A10. Disaster Management & Emergency Response .....	23
<b>B. SOCIAL / ECONOMIC.....</b>	<b>24</b>
B1. Community Development .....	24
B2. Local Employment .....	26
B3. Fair Trade.....	27
B4. Local Entrepreneurs .....	27
B5. Respect Local Population .....	27
B6. Exploitation .....	28
B7. Equitable Hiring .....	29
B8. Employee Protection .....	30
B9. Basic Services .....	31
B10. Local Livelihoods .....	31
B11. Bribery & Corruption .....	31
<b>C. CULTURAL HERITAGE.....</b>	<b>32</b>
C1. Code of Behavior .....	32
C2. Historical Artifacts .....	33
C3. Protection of Sites.....	34
C4. Incorporation of Culture .....	35
<b>D. ENVIRONMENTAL.....</b>	<b>36</b>
D1. Conserving Resources .....	36
D2. Reducing Pollution .....	40
D3. Conserving Biodiversity, Ecosystems and Landscapes Wildlife Species .....	46
<b>OUR COMMON FUTURE .....</b>	<b>48</b>





## PURPOSE

- ∂ The primary purpose of the Sustainability Management Plan is to guide decision making, management, and the daily operations of the business in a sustainable manner;
- ∂ To develop the business in a sustainable manner considering the environmental, socio-cultural, quality, and health & safety issues;
- ∂ To demonstrate management commitment to comply with the environmental laws and regulations of the Maldives;
- ∂ To develop a monitoring and audit program to ensure compliance to the Sustainability Management Plan and relevant environmental legislation and the early detection of any significant environmental impacts from the activities of the business;
- ∂ To outline mitigation measures in order to minimize the impact of the business activities on the surrounding environment;
- ∂ To present mitigation strategies and actions for the control of pollution, waste minimization and resource conservation by effectively practising Reduce, Reuse and Recycle wherever possible;
- ∂ To establish a framework for environmental management to ensure the implementation of the identified mitigation measures;
- ∂ It is not intended to be exhaustive, but is considered the minimum standard acceptable to Fairmont Maldives Sirru Fen Fushi.



## SCOPE

- ∂ The Scope of the Sustainability Management Plan covers all activities at Fairmont Maldives Sirru Fen Fushi and its integration with all colleagues, customers, business partners, owners, other stakeholders and the environment at large.
- ∂ Some of the Sustainable Responsibilities of Fairmont Maldives Sirru Fen Fushi are:



We strive to replenish and conserve our reefs and limit the effects of coral bleaching



Fairmont Maldives has changed 99% of our bulb into LED lights



We are using desalination plan to produce ready to drink water to our guests and colleagues



We have launched the Maldives' first plastic recycling centre: The Sustainability Lab

## REFERENCE

Green Globe Certification Standard & Guide to Certification and Planet 21 Practices on Sustainability

## DEFINITION, TERMS & ABBREVIATIONS

<b>SMP</b>	Sustainability Management Plan
<b>Sustainable development</b>	Development that meets the needs of the present without compromising the ability of future generations to meet their own needs
<b>Environment</b>	Surroundings in which an organization operates, including air, water, land and natural resources, flora, fauna, humans, and their interrelation
<b>Environmental Aspect</b>	Element of an organization's activities or products or services that can interact with the environment.
<b>Environmental Impact</b>	Any change to the environment whether adverse or beneficial, wholly or partially resulting from organizations environmental aspects.
<b>P &amp; P</b>	Policies and Procedures
<b>SOPs</b>	Standard Operating Procedure



## RESORT FACT SHEET

### 120 VILLAS – BEACH, WATER and JUNGLE VILLAS

- ∂ Beach Sunrise Villa - 360 sq.m / 3875 sq.ft.
- ∂ Deluxe Beach Sunrise/Sunset Villa - 495 sq.m / 5328 sq.ft.
- ∂ Two-Bedroom Beach Sunset Villas - 750 sq.m / 8073 sq.ft.
- ∂ Three-Bedroom Beach Sunset Villas - 1155 sq.m / 12432 sq.ft.
- ∂ Water Sunrise Villa - 164 sq.m / 1765 sq.ft.
- ∂ Grand Water Sunset Villa - 235 sq.m / 2530 sq.ft.
- ∂ Two-Bedroom Water Sunrise/Sunset Villa - 428 sq.m / 4607 sq.ft.
- ∂ Three-Bedroom Water Villa - 525 sq.m / 5651 sq.ft.
- ∂ Tented Jungle Villas - 525 sq.m / 5651 sq.ft.

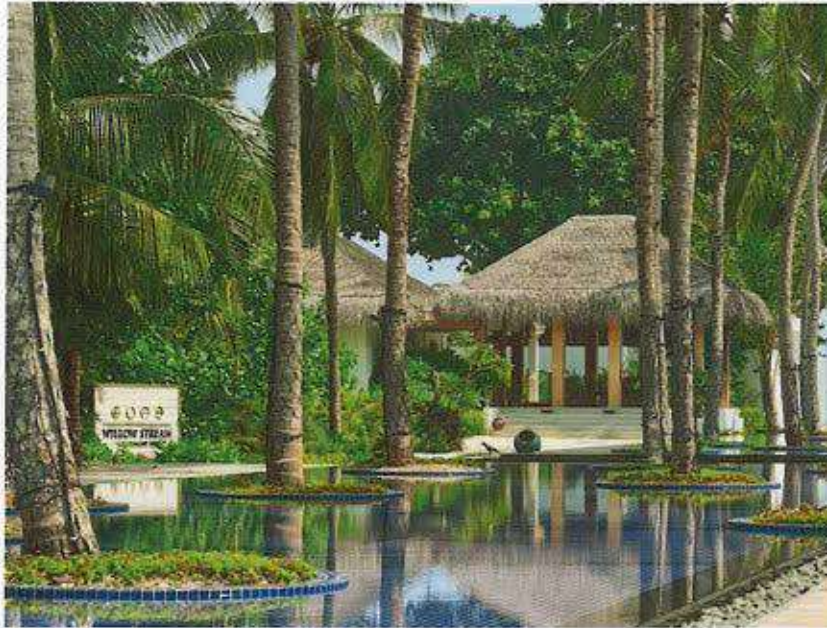
### WINE & DINE

- ∂ **RAHA MARKET** A rich bazaar of flavours, this marketplace offers something for every guest, from traditional Maldivian dishes and cuisine from across Asia to healthy gourmet meals served all day long
- ∂ **AZURE** An elevated seaside gourmet hub, with seafood forward entrees, a comprehensive wine list and unrivalled views of the Indian Ocean
- ∂ **KATA** With pan-Asian flavours and stunning waterfront design, our signature restaurant and bar feature contemporary Japanese tastes, robatayaki, innovative cocktails and smartly curated sakes, while the rooftop lounge sets a dramatic stage for sumptuous sunsets and indelible moments
- ∂ **ONU ONU** This striking all-bamboo poolside bar is the thrumming social heart of the resort, where a selection of legendary cocktails and light bites mingle with gorgeous views of our prime beachfront while the infinite cerulean lagoon beckons from beyond

### ACTIVITIES FACILITIES

- ∂ Jason deCaires Taylor's "Coralarium,"
- ∂ Sustainability Lab
- ∂ Dive centre
- ∂ Kids Club and Teens Club
- ∂ Art studio
- ∂ Willow Stream Spa
- ∂ Jungle Cinema
- ∂ Fitness Centre & Swimming Pool





## Fairmont Maldives: Journey Towards Sustainability

As part of Fairmont Hotels and Resorts, we proudly embrace our rich heritage in sustainability practices through our industry-leading corporate social responsibility program that promotes environmental sustainability in our resort and communities.

For more than 25 years, Fairmont has been an environmental leader among eco-friendly hotels. As one of the first luxury hotel brands to achieve emission reduction targets, we embrace the sustainability initiatives developed by Accor. We believe it is our privilege to enhance genuine experiences and promote a rich cultural exchange within our communities by ensuring long-term stewardship of our planet.

We're proud to support and participate in Accor's environmental and social sustainability program. We challenge everyone – guests, hotel colleagues, partners, and property developers – to take measurable actions to minimize our hotel's impact on our planet. Programs addressing reforestation, water conservation, energy savings and food waste reduction are an integral part of our hospitality DNA. As we look to the future, our hotels pledge to continue promoting long-term sustainability and stewardship in each of our communities.

We recognize environmentally friendly hospitality practices help us fulfil our mission to be stewards of the world's most diverse and picturesque locations, the places where we are most connected to the land. In your guest room, you can find eco-friendly amenities—such as soaps and shower gels—and energy-efficient light bulbs and electronics wherever possible. To reduce our water usage, you have the option to decline daily cleaning of sheets and linens. Our kitchens are working to increase their reliance on local, sustainable suppliers while using more resort property to grow our own produce.





## WATCH PROGRAM

Fairmont is committed to helping end the exploitation of children around the world, because we believe that every child deserves to feel safe, no matter where they are. Through our WATCH program, we've partnered with law enforcement agencies and community organizations to ensure that child abuse does not occur at our properties. While our staff are specially trained to recognize and respond to indications of abuse involving children, we also ask that our guests report any instances in which they suspect a minor might be in distress.

## OTHER INITIATIVES

At the corporate level, we're striving to increase our colleague diversity, particularly among executives, to better reflect the world we live in. And we're dedicating ourselves to becoming even better members of our community, with initiatives that will see us donating more of our unused food products and amenities, building long-lasting partnerships with local non-profit organizations, beginning new fundraising ventures and more.

To learn more about our social initiatives, visit <https://www.fairmont.com/sustainability/>. We're excited to continue our sustainability journey—and we hope that you'll share that journey with us.







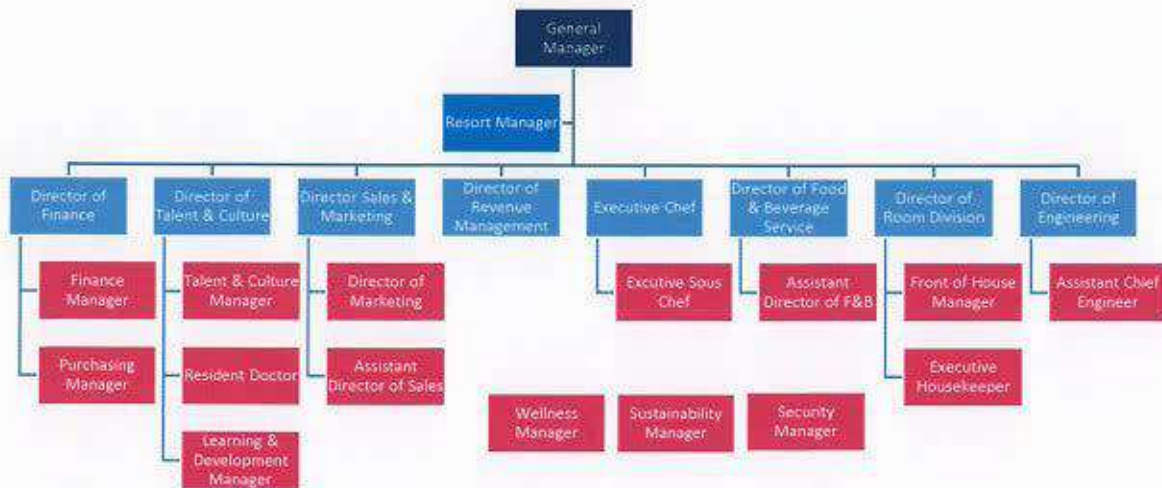
We are very aware that sustainability is an ongoing journey; therefore the Sustainability Management Plan will be reviewed annually. Our Sustainability Management Plan is supported by the following policies and procedures along with other supporting documents:

- o Environmental Policy
- o Purchasing policy
- o Recruitment policy
- o L&D training policy
- o Waste Management Plan
- o Business conduct and ethics

Description	Name/Title	Signature	Date
Reviewed by	Samuel Dixon, Sustainability Manager		18/05/23
Approved by	Marshal Orton General Manager		18/05/23.



## ORGANIZATION CHART OF THE RESORT





## A. SUSTAINABILITY MANAGEMENT



### A1. Implement a Sustainable Management Plan

Fairmont Maldives Sirru Fen Fushi shall establish and maintain the SMP complying with requirements of Green Globe. There are a number of elements that make up the SMP in action guide for the world-wide Practice of Sustainability in Accor Group.

Fairmont Maldives Sirru Fen Fushi shall formulate Policies and Procedures of the SMP that:

- ∅ are appropriate to the nature and scale of the organisation's activities;
- ∅ are aligned with the four key areas of Green Globe i.e. environmental, socio-cultural, quality and health & safety issues;
- ∅ include a commitment to continual improvement of the SMP and target for the Green Globe;
- ∅ include a commitment to comply as a minimum with the current applicable legislations, regulations and other requirement to which the organisation subscribes;
- ∅ provide a framework for setting and reviewing SMP objectives and targets;
- ∅ are documented, implemented, maintained and communicated to all colleagues;
- ∅ are available to all interested and associated parties;
- ∅ are reviewed periodically to remain relevant and appropriate to the organisation.

### FMSFF Environmental Policy 2023

P21 & Sustainability Policies & Procedure		P21 & Sustainability Policies & Procedure	
<b>Title</b>	Environmental Policy	<b>PROCESSES</b>	
<b>P &amp; F No.</b>	P21S0001	<b>1. Environmental awareness</b>	
<b>Issued Dept.</b>	Planet 21 & Sustainability		
<b>Effective Date</b>	1/1/23		
<b>Revised</b>	2/2/23		
<b>Distribution</b>	All Colleagues		
<b>Revised By</b>	Samanthi Dissanayake Sustainability Manager	<b>Signature</b>	
<b>Approved By</b>	Marshall Orson General Manager	<b>Signature</b>	
<p><b>Policy statement:</b> We, at Fairmont Maldives Sirru Fen Fushi, are committed to minimise our impact on the environment through efficient energy, water and waste management and follow the best environmental practices across our entire operation.</p> <p>We support the above commitment by taking the following actions:</p> <ul style="list-style-type: none"> <li>To comply fully with all applicable legislations</li> <li>To meet or exceed all the environmental regulations that relate to our operations</li> <li>To minimise our waste by recycling the purchasing practices and segregate waste</li> <li>To reduce, reuse and recycle all waste consumed by our business wherever possible</li> <li>To implement training for all team members and communicate with suppliers and guests</li> <li>To take awareness about policies and minimise our carbon footprint</li> <li>To implement energy, water and resource conservation projects through innovation and applying best practices</li> <li>To establish targets to measure the continuous improvement in our environmental performance</li> <li>To monitor and review our environmental performance on a regular basis for achieving our objectives and targets</li> <li>To provide environmental awareness training for all our team members</li> </ul> <p><b>Scope:</b> This policy applies to all team members based on ACCOR's Sustainability Program</p> <p><b>Purpose:</b> This policy is intended to guide the property towards sustainable management. The intent is required to set its own environmental management procedures in line with this policy and without consideration to its specific location.</p>		<p><b>2. Energy</b></p> <p>Reducing energy consumption will help to reduce our environmental impact and at the same time lower energy costs. In order to minimise energy consumption, we will:</p> <ul style="list-style-type: none"> <li>A. Take steps to make our workplace more energy efficient</li> <li>B. Reduce the use of fossil fuels and opt for renewable energies</li> <li>C. Maintain our machinery and equipment in good working condition</li> <li>D. Opt for energy efficient equipment and low energy appliances</li> <li>E. Ensure optimal use of plant and machinery</li> <li>F. Use timers, sensors and other devices that regulate energy consumption</li> <li>G. Make use of solar energy whenever applicable</li> <li>H. Reduce loss of energy, for example by using insulated pipes to carry hot and chilled fluids</li> <li>I. Set objectives for energy consumption, regularly monitor progress and improve processes</li> </ul> <p><b>3. Water</b></p> <p>With global warming, sources of freshwater are being depleted faster than they can be recharged by natural processes. Water conservation is therefore becoming essential and as a responsible company, we will:</p> <ul style="list-style-type: none"> <li>A. Continually find ways to reduce water consumption</li> <li>B. Reduce water losses by regularly checking for leaks</li> <li>C. Install showers, regulators and other water saving devices</li> <li>D. Ensure efficient use of laundry equipment</li> <li>E. Sensitize both employees and guests on the responsible use of water</li> <li>F. Offer to guests the option of reusing towels and sheets</li> <li>G. Limit the use of freshwater by: <ul style="list-style-type: none"> <li>I. Caping and using re-circulator whenever possible</li> <li>II. Using recycled greywater for irrigation</li> </ul> </li> <li>H. Set targets for monitoring water consumption, monitor and analyse periodically</li> <li>I. Initiate the process of desalination of sea water</li> </ul>	

#### 4. Waste

We generate an important amount of waste that constitutes a major pollutant affecting both the environment and public health. We will do utmost to avoid, recycle and reuse in order to reduce its impact on the environment. Our Waste Management Plan will include the following:

- Increase the quantity of plastic being processed in the resort's recycling sustainability sub through increasing the number of neighbouring island communities supplying us with their waste to recycle.
- Limit the use of disposable packaging for the hotel supplies.
- Use bio-degradable products and materials, whenever the option is available.
- Limit individual packaging of hygiene products in bedrooms.
- Organize sorting and separating of recycle wastes.
- Collect and recycle cooking oil for provision uses.
- Separate and collect grease from food stuffs.
- Organize recycling of materials such as paper, cardboard and plastic packaging, metal cans, ink cartridges, restaurant organic waste, garden green waste, etc.
- Engage in projects with the local community for the reuse of recycled materials.
- Safe disposal of hazardous wastes such as batteries, electrical and electronic devices, fluorescent substances, etc.
- Organize and/or support clean up of the surrounding environment.
- Maintain being single-use plastic free guests, which we achieved in December 2022, and focus on reducing single-use waste of any item through strategic purchasing policies.
- To be able to, independently clean and eliminate recycling, into our plastic recycling Sustainability sub project.

#### 5. Green procurement

Green procurement or Environmentally Preferable Purchasing (EPP) is the practice of procuring products and services that are less harmful to the environment (land, air and water) and to all species that depend on the environment for survival. Green products are those that are produced with less harmful materials or which upon usage / consumption would have a minimal impact on the environment.

We will conduct EPP whenever green options are available, while giving due consideration to guests' satisfaction, company standards and reasonable pricing. Our green purchasing measures will include the following:

- Encourage and favour eco-friendly and power efficient products.
- Prefer recycled and bio-degradable products.
- Buy national and locally produced goods as far as possible and thus avoid transport energy.
- Buy in bulk to reduce packaging waste.
- Favour less harmful fertilizers and cleaning agents.
- Select eco-friendly designs and eco-labelled products.
- Purchase from sources that are less polluting or use clean technology.
- Encourage and prefer vendors who use recycled packaging material. Explore the possibilities of further reuse and/or recycling with the vendor.
- Green the supply chain by seeking vendors who share our values and have in place an environmental management system.

Page 3 of 5

#### 6. Destination protection

The natural environment is one of the primary attractions for leisure visitors. In order to develop sustainable tourism, we will:

- Ensure protection of the natural and cultural values of the area while developing and creating recreational facilities / activities for our guests.
- Participate in efforts to restore habitat whenever possible.
- Promote local food, entertainment, culture and cottage industry.
- Engage with local people when developing cultural attractions.
- Offer guests and promote souvenirs that are made locally, using eco-friendly materials and that reflect local nature.
- Provide guests with a list of environment-friendly products and local souvenirs that they may buy.
- Increase the number of green / environmental spaces around the resort for guests to enjoy and increase their interest in local nature, reef gardens, sustainability lab, juice medicinal bar etc.

#### 7. Conservation of marine life and reefs

The ocean and the reefs are home to numerous sea creatures and plants, some of which are even used for medical purposes.

We shall take every possible step towards the conservation of marine life and protection of our reefs. At a minimum, we shall:

- Ensure waste water is not discharged in the ocean.
- Use ecological or organic fertilizers.
- Sensitize our team members and guests about the negative environmental impact of littering on the beach and in the sea.
- Ensure all trash is properly disposed of and no debris is left on the beach.
- Sensitize our guests and service providers that snorkelling and diving are practiced in a way that does not affect our coral reef.
- Encourage and support the clean-up of the marine and coastal environment.
- Comply with local conservation policies, for e.g. by promoting non-motorized water sports.
- Keep boats clean and in proper working condition in order to minimize noise pollution.
- Plant trees as the latter reduce runoff into the oceans and contribute to reversing the warming of our planet and the rising temperature of our oceans.
- Not detain any captive wildlife on properties grounds, except for wildlife breeding farms, rescue or reintroduction, according to the law and best practices.

Page 4 of 5

#### 6. Biodiversity

Biodiversity boosts ecosystem productivity where each species, no matter how small, has an important role to play. In order to protect biodiversity, we will:

- Reduce our use of insecticides, weed killers, fungicides.
- Use organic fertilizers as far as possible.
- Use environmentally friendly products for cleaning.
- Buy sustainably sourced seafood and agricultural products.
- Water plants in a rational way.
- Use indigenous plants for landscaping and minimizing light and noise.
- Plant at least one tree every year.
- Continue to support financial contributions to the Olive Ridley Project for turtle conservation and habitat protection throughout the country.
- Ensure that invasive alien species are not introduced in our gardens and landscapes.
- Not export or sell products made from threatened or protected plant and animal species.
- Participate in ecological restoration initiatives in the local area.

THESE POLICIES AND PROCEDURES ARE APPLICABLE AS MENTIONED ABOVE AND MUST BE STRICTLY ADHERED TO.

THE EXECUTIVE TEAM RESERVES THE RIGHT TO MAKE AMENDMENTS TO THESE POLICIES AND PROCEDURES AT ANY TIME WITHOUT PRIOR NOTICE.

End of Policy.

Page 5 of 5

An environmental task force (Green Team) exists at Fairmont Maldives Sirru Fen Fushi – The Sustainability Department who are responsible for all marine biology activities, recycling plastic, community CSR activities, sustainability auditing (internal and external) and collaboration across all departments and to generate workshops for colleagues.

Employee Name	Position Name
<b>PLANT 21 - MARINE BIO</b>	
<b>SINHALAGE DINUKA</b>	<b>MARINE BIOLOGY</b>
<b>MIHTRAN RANASTINGHE</b>	<b>SUSTAINABILITY MANAGER</b>
<b>SAMUEL GEORGE</b>	<b>MARINE BIOLOGY TEAM</b>
<b>HAI AFHT DIXON</b>	<b>MARINE BIOLOGIST</b>
<b>IBRAHIM SAMMAH</b>	<b>MARINE BIOLOGIST</b>
<b>HASSAN</b>	<b>MARINE BIOLOGIST</b>
<b>NEUS SEGURA ALEMANY</b>	<b>MARINE BIOLOGIST</b>
<b>MOHAMED TYAZ ABDULLA</b>	<b>MARINE BIOLOGY</b>

This team facilitates and maintain environmental initiatives and ensures this Environmental Policy is been followed.





## **A2. Legal Compliance**

Fairmont Maldives Sirru Fen Fushi is licensed according to the Maldivian law and in compliance with all relevant international or local legislations and regulations, including health, safety, labour, environmental aspects, and insurance policies and other guest and colleague protection instruments are up to date and in order.

In accordance with the various applicable laws regarding the prevention of corruption and influence peddling, including the French "Sapin 2" law<sup>3</sup>, the UK Bribery Act and the US FCPA<sup>4</sup>, Accor has implemented measures to detect and prevent bribery and trading in influence offences in France and abroad and follow the Law No. 2016-1691 of 9 December 2016 (Transparency, Anti-Corruption and Modernisation of Economic Life Act).

## **A3. Employee Training**

Colleagues hiring, training, annual appraisal and performance review, at Fairmont Maldives Sirru Fen Fushi are in line with the Accor Group.

There are various training modules initiated by the Accor Group including the skills, knowledge and attributes that make organizations and individuals successful. Once competencies are identified, people with these competencies trained and developed according. This builds an organization of successful colleagues who are capable of delivering business goals and execute strategies.

While competencies may enable people to achieve success, they alone do not ensure success. We see people who are competent but do not deliver business results or vice versa. In other words, only assessing people against competencies is not enough. We must also measure their achievements against the desired business goals within their roles.

At the same time, competencies provide the link between organizational vision, behaviours, outputs and results and are the foundation for recruitment, selection, performance management, development and succession planning.

Training on sustainability management, health and safety and environmental impact are done through Induction and periodic sessions are conducted for new colleagues and the existing employees. The Sustainability goals and management plans are communicated to the colleagues in the Induction and allocated specific training on sustainability management.

## **A.4 Customer Satisfaction**

Fairmont Maldives Sirru Fen Fushi customer satisfaction is supported by Front Office only. This department helps the resort to operate in a way that focuses on continuous improvement and long-term sustainability. It works with all departments and areas of the business to ensure that our guests are always our first priority by having a system in place that allow us to measure how well we are doing, and to respond quickly when we are not getting the desired results.

Besides customer satisfaction we also review and monitor internal quality performance. Some of the tools used for monitoring and reviewing the same are the Guest Experience Report (GER), the mystery guests' audits along with the Leading Quality Assurance (LQA) audits and other 3rd party online platforms such as TripAdvisor, Booking.com and all social media channels.



Fairmont Maldives Sirru Fen Fushi has a TRUST YOU account which automatically gives a score out of 100 for all our reviews across all platforms and averages it out to give an overall guest satisfaction score.



#### AUDITS SCORES YEARS 2019 - 2023

	LQA	TRUST YOU
2019	81%	94%
2020	Audit was not done due to Covid -19	92%
2021	82%	89%
2022	90.3%	92.6%
2023 a.	82.1%	TBD

#### A.5 Accuracy of Promotional Materials

All communication regarding promotional material at Fairmont Maldives Sirru Fen Fushi goes through the Sales and Marketing team and is in line with the Accor Group principles, local regulations, cultural norms and sustainability practices of Planet 21. Any dissatisfaction from our guests is tracked through the guest feedback forms and online reviews. The resort is also sharing its different promotions through a monthly "Hummingbird Newsletter" highlighting the current





special offers available, the destination dining options, the spa, water sports and room experiences.

HUMMINGBIRD NEWS

## FAIRMONT SIRRU FEN FUSHI

*Indian Ocean Made Easy*



### A.6 Local Zoning, Design and Construction

#### DESIGN AND STRUCTURE

The Fairmont Maldives Sirru Fen Fushi is built with an emphasis on visual compatibility with the natural environment. It is a 120 luxury all-villa resort that offers exactly as its name translates – Secret Water Island. The island covers approximately 160,000 sqm (16 hectares) of land and features one of the largest lagoons in the Maldives, while the resort includes a 200-metre-long swimming pool which traverses the length of the island, reinvigorating destination spa and an intricate open air bamboo bar created by Balinese artisans who did not use any man-made materials in the structure. With nature and art as your guides, dive into the resort's unique, mesmerising underwater sculpture park designed by visionary artist Jason deCaires Taylor, explore the gently sloping 9 km house reef, castaway for a day, shoeless and carefree, and dine on gourmet cuisine by the light of the moon.

Relax into the natural elegance of our rustic chic Beach and Water Villas, each with its own private pool, or escape in true tropical style to at Tented Jungle Villa as you indulge in an inspirational Maldivian experience. Designed by world-renowned hospitality design specialists Hirsch Bedner,



Sirru Fen Fushi is the first resort in the Maldives to offer private, raised sand deck beaches for guests staying in the Water Villas, whilst other exceptional additions include oversized standing copper bathtubs, 400-thread count linen sheets and luxury branded bathroom amenities. Languish, love, spread out and be at peace in your perfect sanctuary. Let the ocean-breeze caress you as you dream the days away with views over the endless tranquil aqua marine seascape. Fairmont Maldives Sirru Fen Fushi is located approximately 230 km North of Male in Shaviyani Atoll, a pristine natural marine environment, undisturbed by development.



**ROOMS:** Fairmont Maldives Sirru Fen Fushi, a 120 luxury all-villa resort that offers an exceptionally large island with a pristine stretch of soft white-sanded beach overlooking an endless turquoise sea. Relax into the natural elegance of our rustic chic Beach and Water Villas, each with its own private pool, or escape in true tropical style to at Tented Jungle Villa as you indulge in an inspirational Maldivian experience.



*Buildings with an emphasis on visual compatibility with the natural environment*



*Gardens, green areas use native vegetation where possible or grasses that are adapted to the local climate*





*Environmentally-friendly building materials and techniques are used (new construction and/or renovation)*



*Low-emitting or environmentally-preferable carpet is used – rug made out of rope in the room*

#### **A.7 Experiential or Interpretation Tourism**

We inform our guests about the local environment, local culture and cultural heritage through various means; may it be electronic signage or through the weekly recreation schedule. As the Maldives is predominantly a Muslim country, guests are made aware of the local culture and mainly during the holy month of Ramadan.

Special offers and packages are available from a romantic getaway to a family vacation i.e. Jungle Retreat, and various activities within the resort i.e. authentic Maldivian cooking class, fishing trip, guided tour to a local island, diving and excursions, etc. to escape and discover a true island paradise. Fairmont Maldives Sirru Fen Fushi works closely with the local suppliers, and as such is beneficial to the company and the local community. Every Friday, guests can enjoy a local dinner during Maldivian Night at the Raha Market.

Fairmont Maldives Sirru Fen Fushi, in line with Accor Group's brand, endeavours to deliver imaginative and exhilarating experience in culturally connected environments offering thoughtful and generous service.



## Marine Biologist Activities

### TURTLE RANGERS

USD \$80++ Per Adult | 60 minutes  
USD \$40++ Per Kid < 13 | Daily  
Meet at: Art Studio | Times: 8:00 - 17:00

Discover over 400 species of fish found at Fairmont Maldives House Reef, including our famous Hawksbill turtles Phoebe, Anika & Kiba as well as species of sharks, stingrays and depending on the season, even Manta rays! Help our marine biologist collect ID research data on our resident turtles by taking photos of the sides of their face.

### WATER VILLA EXPLORERS

USD \$60++ Per Adult | 60 minutes  
USD \$30++ Per Kid < 13 | Daily  
Meet at: Water Villa | Times: 10:00 - 17:00

Our marine biologist will guide you around our secret water garden. Beneath the surface of the water, the water villas is home to large variety of fish at relatively shallow depths. This tour is perfect for people who can swim but are not yet confident go out onto the main reef by themselves.

### CORALARIUM DAY TOUR

Complimentary | Daily - 45 minutes  
Location: Onu Onu Beach | Times: 14:00 - 17:00

Join our marine biology team in exploring the world's first semi-submerged art gallery, and the Maldives first coral restoration project in the form of an art installation. Here you can find over 100 different species of fish, in this unique artificial reef. Learn about the different species living there and about our wider marine conservation and sustainability programs.

### CORALARIUM NIGHT SNORKEL TOUR

USD \$100++ Per Adults | Daily - 45 minutes  
USD \$60++ Per Kid < 13 | Time: 20:00  
Meet at: Art Studio | Max per tour: 8

For a unique experience explore the Coralarium with our marine biologist on our NEW night tour. This artificial habitat attracts different species between day and night. Help our marine team log and identify different species found on this underwater night time adventure.

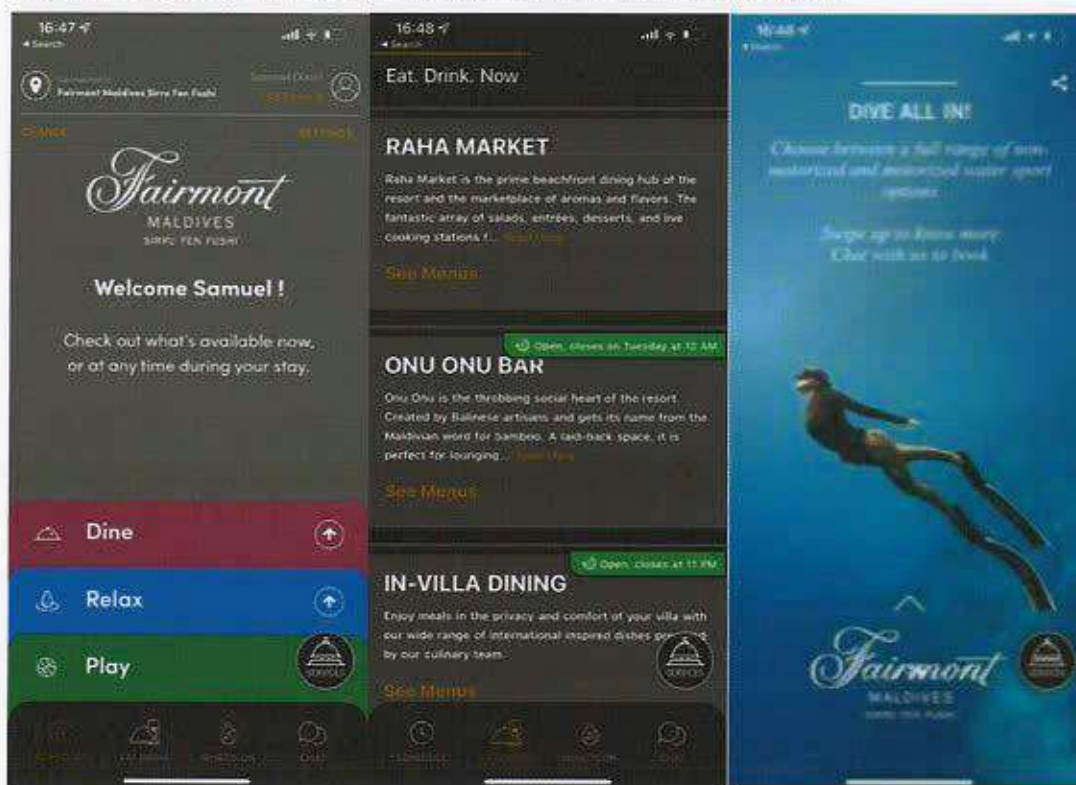
All prices are in United States Dollars and exclusive of 10% service charge and prevailing government taxes.  
All activities should be booked in advance. For more information, contact your Villa Host or dial '0' from your villa.  
All activities can be booked via your Villa Host or directly with the marine biologist on (+960) 7300320





## A.8 Communications Strategy

We communicate with our guests and visitors to the resort and through the website in a comprehensive manner. Our implementations, plans and strategy for a sustainable operation are clearly defined, as well as our involvement with the local community and other charity work. We further introduced a new app, Staytus, to provide guests with easier access to information on activities around the hotel, which helps reduce our printing of collaterals. The app also has an automatic translator by recognising the language settings of your phone, which helps allow facilitate better communication between our guests and our colleagues.



Our sustainable operations involve our guests, for example; we have recycled wooden sign in all the rooms in order to give our guests an option whether or not they want the bed linen or towels to be replaced for the day, hence, providing them with an opportunity to play a direct role in water and energy conservation. Also encouraging the guest for restoring corals at the Coral Nursery. The Guests are given tips on the energy, water reduction practices in the television and 99% of the lights are LED.

We also launched in February 2022 our new Sustainability Lab, the first plastic recycling facility in the Maldives. Plastic waste is collected from local islands and nearby resorts to be transformed into bespoke souvenirs, useful school equipment and exquisite furniture. With our Sustainability Lab project, we launched the Fairmont Award Scheme in 12 schools where we carry out numerous workshops, educational presentations and activities. This includes going into the schools to carry out beach cleaning activities, and teach them about plastic waste, coral reef ecosystems, climate change, sea level rise and marine wildlife conservation. We also bring the children to the resort to





experience a detailed orientation of the sustainability lab and the entire process from plastic waste to recycled plastic products. By showing the children first-hand how plastic is not just garbage for landfill, but can be used to design their very own furniture, we hope to bring about a revolutionary change in mindset in how we think about disposing of waste. We aim to inspire the next generation of eco-warriors to lead the change in protecting their local environment and biodiversity from plastic pollution.



*Local listings for "green or eco-certified" businesses and services are available to guests – current partners are UK Registered Charities that are based and operate in the Maldives logos displayed on Sustainability Lab wall*

#### **A.9 Health and Safety**

We follow strict environmental, health and safety laws, regulations and procedures to conserve and protect the environment and create a workplace where we bring the best out of our colleagues whilst avoiding the risk of injury and accidents.

Every night the Manager on Duty provide a report and an ALLSAFE Survey which are completed to make sure the facilities are kept in good sanitation and cleaning conditions.



Colleagues are appropriately trained so as to make them aware the health and safety issues while working and guests are made aware of hazards by using appropriate signage and other form of communication like cautions, emergency evacuation routes. Purchase and operating policy for all mechanisms, equipment and facilities is that they be as environmentally friendly as possible: low emission and consuming minimum energy and star rated and focusing on Health and Safety parameters. We have an experienced team of engineers and technicians who maintain the facilities so that we have constant check on them being in good working condition. All necessary and mandatory safety requirements for the same are in order, such as Method Statement, Risk Assessment, and Personal Protective Equipment to have a safe environment.



*Measures are taken to ensure safety for guest during recreational activities (posted signs, verbal instructions or release forms)*

Shield Biz PVT LTD Fire and Safety Services frequently visit the premises to provide fire and safety training, as well as the inspection and maintenance of fire and safety equipment to ensure that the resort risks are reduced. The resort doctor and nurse are available in house with medical license for handling first aid and there are also 11 certified trained first aiders from several department, as well as most of the Dive Center team members are first aid trained. HACCP audits are conducted to ensure compliance to the Food Safety Management System. New kitchen staff is trained on safety and procedures, and must undergo a mandatory basic food hygiene course in food handling.

#### Highlights:

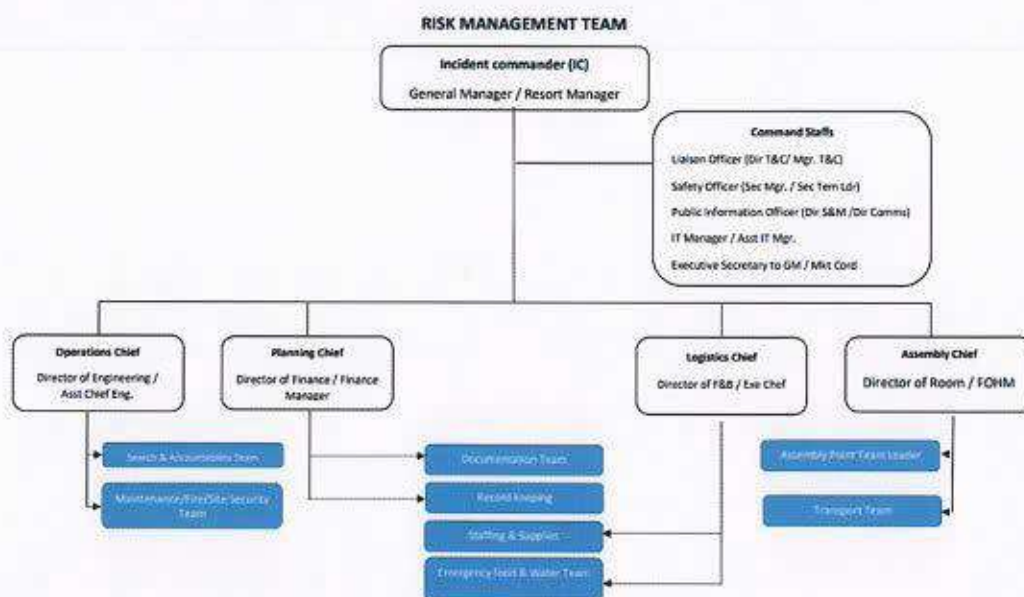
- Ø Guests are instructed verbally and by posted signs to take care of wet floor.
- Ø Cautions tapes are put for location with uneven surfaces.
- Ø Swimming pool depth is clearly marked, trained security officers are physically present at the pool and beach areas.
- Ø Safety Warnings are displayed in the board. If any events are to be held within the property by external organizers, a clear method statement risk assessment, floor plans, insurance policies, are requested from the organizers, such that a clear gap analysis is conducted, and appropriate preventative measures from our end are also taken.



- ø All external contractors need to provide safety permit and equipment for their staff.
- ø Use of auto dosing system of Chemicals in Housekeeping, Engineering and Kitchen Stewarding.
- ø Disclaimer and caution signage are available in areas.
- ø Fire Safety systems are in place and regular testing is been conducted.
- ø HPA visits for the implementation of the COVID Safe practices.

## REPORTING EMERGENCIES

The Risk Management Team are trained to respond to emergency situations and our guests is one of the main concerns of Fairmont Maldives Sirru Fen Fushi cannot be taught or explained enough and the awareness of team members is therefore encouraged.



## ACCIDENTS TO TEAM MEMBERS

If a team member is injured he/she should report immediately to his/her Head of Department or Supervisor no matter how trivial. A qualified first aid representative on duty applies proper first aid if necessary. Resort doctor/nurse and the Duty Manager and the Talent and Culture representative should also be informed. An accident report form has to be completed by the Resort doctor/nurse and copied to all relevant Head of Department and associated members. The Health & Safety / Security Manager will make incident investigations.

## ACCIDENTS TO GUESTS

Any accident to a guest, no matter how small, must be reported immediately to the Resort doctor/nurse, Head of Department, Supervisor and Duty Manager. The guests should never be left unattended and team members should wait for assistance. An accident report form has to be completed by the Resort doctor/nurse and Security Manager and sent to all respective departments. Based on the analysis by H&S officer/ Security Manager corrective actions will be taken.



## FIRST AID

Fairmont Maldives Sirru Fen Fushi has first aid boxes located at various locations on property. All serious injuries or illness will be referred to and monitored by the Resort doctor/nurse and trained first aiders on regular basis.

**First aid injury:** An injury that can be adequately treated using topical wound cleaning, topical medications, ice, heat, non-prescription medications (at non-prescription strength), temporary splinting during transport, simple splinter removal or blister drainage, tetanus immunization, adhesive bandages or wound closures, non-rigid splints, eye irritation for a foreign body, and/or the use of eye patches or finger guards will be facilitated by the Resort doctor/nurse or the certified first aider available in the resort.

## COVID19 SAFETY

Welcoming, safeguarding and taking care of others is at the very heart of what we do and who we are. To ensure guest well-being at the resort, we have increased our cleaning standards even further by launching the ALLSAFE Cleanliness and Prevention Label which represents some of the most stringent cleaning standards and operational protocols in the world of hospitality.

To learn more about ALLSAFE : [Click here](#)

## A.10 Disaster Management & Emergency Response

Fairmont Maldives Sirru Fen Fushi follow the National Disaster Management Authority (NDMA) guidelines. The mock drills and emergency response team are well trained to handle the situations. The safety equipment and the alarms are tested on periodic basis for effectiveness. The review and assessment on mock drills are done on periodic basis.

### EMERGENCY RESPONSE & CRISIS MANAGEMENT MANUAL



## B. SOCIAL/ECONOMIC

### B.1 Community Development

Fairmont Maldives Sirru Fen Fushi as part of Planet 21 and its roles and responsibilities in contributing to the sustainable development of the communities in which it operates. This aims at maximizing the return on community investments and their impact on the local community. Through our community investment program, we have identified unique areas of involvement where we can actively support our local communities and engage in a mutually rewarding way with our colleagues, partners, stakeholders and communities. Fairmont Maldives Sirru Fen Fushi is also a member of the local hotel and tourism association MATI.

- ∂ **Healthcare:** Supporting initiatives aimed at enhancing the health and well-being of local communities.
- ∂ **Education:** Supporting initiatives focused on vocational training and skills development that improve employability in the tourism and hospitality sector.
- ∂ **Cultural Preservation:** Supporting initiatives aimed at preserving local culture and heritage and promoting cultural diversity.
- ∂ **Economic Development:** Supporting initiatives aimed at enhancing the ability of small and medium enterprises ("SMEs") that are strategically linked to business needs to perform more effectively in order to create economic growth.
- ∂ **Environmental Protection:** Supporting initiatives that help protect the integrity of the environment. We also want to support initiatives that use innovative products and services to help solve environmental problems.

Fairmont Maldives Sirru Fen Fushi is also encouraging the local production and sales of handicrafts and other products within the resort.



### Major Focus of CSR Activities

- ∂ Coral Propagation (Planting baby corals to grow with guests)
- ∂ Turtle Research
- ∂ Manta Research



- ∅ Beach Cleaning Events
- ∅ Reef Cleaning Events
- ∅ Plastic Recycling Workshops at the Sustainability Lab
- ∅ Tree Planting Events
- ∅ Tours of our Coralarium
- ∅ Anti-Plastic Beach Clean Up event at local island (2019)
- ∅ Marine Conservation Class at Local Island (2019)
- ∅ Solidarity Week – Multiple themed workshops across different islands every day (2019)
- ∅ Local island tours (Pre Covid-19)
- ∅ Local cultural performances (Bodu Beru)
- ∅ Serve local cuisine
- ∅ Buy local handicrafts to sell and display to guests
- ∅ Display local artwork

Hosting government ministers as part of our CSR and Sustainability Lab program launch at Fairmont Maldives Sirru Fen Fushi in February 2022.



Plastic Free/Beach clean-up event on one of our neighbouring islands Goidhoo in March 2022.



Plastic Recycling and Sustainability workshop for local school children in June 2022.



## B.2 Local Employment

Fairmont Maldives Sirru Fen Fushi prefers and supports local employment and gives all possible preferences for sourcing workforce in order to support the local community. As part of initiatives it has mentioned as Maldivian national preferred in specific Job advertisements on LinkedIn and on the website <https://www.job-maldives.com/>.

- Ø Business conducts and ethics policy
- Ø ACCOR Ethics CSR Charter
- Ø Employment Act, 2008 (Act No. 2/2008)

Following charts shows distribution of local employment at Fairmont Maldives Sirru Fen Fushi.

### NO. OF LOCAL COLLEAGUES

Ratio	No. of Colleagues
Local	45%
Expats	55%

### NO. OF LOCAL COLLEAGUES PER LEVEL

Level	No. of Colleagues
Management	44%
Rank and File	56%



### **B.3 Fair Trade**

Fairmont Maldives Sirru Fen Fushi ensure the use of right methods to select suppliers and procure goods and service at the right quality, price, time, source and delivery while protecting the company. The main focus is on the suppliers with eco-friendly products and promote on the green purchase. Purchasing is partially done through local suppliers and preference given on the basis of the needs and requirements of the resort. The Green procurement policy will design the requirements of Purchase of the resort through the local vendors, eco- products used Amenities and Chemicals, FSC certified for paper and napkins. Fair trade and certified coffee and other products are used, procuring of goods should not include Styrofoam items and cardboard should be wax free.

### **B.4 Local Entrepreneurs**

Fairmont Maldives Sirru Fen Fushi as a part of Accor group where in our aims to let the guests experience the local produce and local culture we have to offer to them in the midst of their environment. Fairmont Maldives Sirru Fen Fushi do not engage with local entrepreneurs dealing with historical artefacts moreover it is not permitted by law.

It is worthwhile to state that, at Fairmont Maldives Sirru Fen Fushi we do engage in organizing events and activities that portray the local culture, especially during Ramadan, Eid and local National Days.



### **B.5 Respect Local Population**

As stated earlier the Maldives is predominantly a Muslim country and as such guests and colleagues are made aware of the local culture. Information of the same is provided through multimedia or through books and magazines and also to the guest service directory. Local culture awareness presentation is done during the colleagues Induction and also presented in the Employee Handbook. Local development is also promoted in the ACCOR Ethics CSR Charter. Rules and regulations following local culture are also reminded to the guest during the debrief prior to any local activity.

## B.6 Exploitation

Fairmont Maldives Sirru Fen Fushi strictly complies with the Children's Rights Protection Act, 2019 (Act No. 19/2019) on the Elimination of child labour, protection of children and young persons. Fairmont Maldives Sirru Fen Fushi follow the ACCOR Ethics CSR Charter regarding child exploitation and the WATCH programme. The resort does not encourage any type of exploitation in regards to the labour, sexual abuse or harassment and child trafficking within the resort premises as a part of the Sustainability Management Plan. Accor's WATCH initiative enables the colleagues to know the escalation process training when they notice any type of child exploitation. Appropriate policies are in place against the employment of children, sexual harassment, and exploitation. Fairmont Maldives Sirru Fen Fushi has included WATCH Programme, child exploitation awareness as part of the internal training conveyed to all colleagues through customized training material and videos. Fairmont Maldives Sirru Fen Fushi is willing to liaise with all relevant organizations to support and protect children from sexual abuse and trafficking. Accor's WATCH Training program is about fighting against Child Sexual exploitation and it is compulsory that everyone in this resort completes the training.

**WATCH**  
We Act Together for Children

Accor is active in local communities wherein we do business and are committed to sustainable development and solidarity through PLANET 21, our comprehensive program that brings together employees, guests and partners to drive sustainable growth. As part of the Group's Planet 21 commitment, we provide a positive hospitality experience, one that creates trust and positive outcomes for all guests, while striving relentlessly to reduce the impacts associated with their operations.

As part of our CSR program, called Planet 21, Accor is committed to Responsible Tourism - it is about respecting, understanding and protecting local communities, while at the same time contributing to their economic growth.

WATCH stands for We Act Together for Children.  
It is the program we introduced in 2014 to step up our efforts to eradicate the sexual exploitation of children.

It is our moral and legal duty to protect children from abuse.  
Because millions of children and youth are in danger.  
Because this practice cuts across geographic, social and cultural boundaries.  
Because it can occur in our hotels, regardless of the brand or geographical location.

**Your Role**  
Specifically, if you suspect human sex trafficking situation, you will inform your supervisor / leader, who will assess the situation.

- Stay alert at all times - Recognize suspicious signs
- If you hear or see something, say something - Share your doubts with your supervisor / leader

**Verbiage for guest request**  
If a guest asks information about our training program, please share the following:  
"WATCH, We Act Together for Children, is an Accor worldwide training program about what to do if we suspect the sexual exploitation of a minor is taking place in any of our hotels, in any country."

**Form of Acknowledgement**  
I acknowledge that I have received and read the WATCH program factsheet above, that I have full understanding of the expectations for my role from this point forward.

 Signature of Manager	 Name of Manager	 Manager's role
 Signature of Supervisor	 Name of Supervisor	 Supervisor's role





## B.7 Equitable Hiring

Fairmont Maldives Sirru Fen Fushi promotes diversity and equality on all levels of the business, and no colleagues or applicants are discriminated against in any way. All positions are filled on the basis of competence. The resort adheres to all local laws and regulations concerning labor laws, and offer conditions and wages superior to the minimum requirements.

The resort employs people of many nationalities – currently we have 26 different nationalities in the resort. Women candidates are encouraged to apply across all levels of the business. Out of 33 management positions in Fairmont Maldives Sirru Fen Fushi, 5 are covered by women; Director of Sales and Marketing, Marketing Manager, Spa Manager, Finance Manager and Chef de Cuisine. 15.15% of Female management teams are represented at Fairmont Maldives Sirru Fen Fushi.

## GENDER RATIO

Gender	No. of Employees
Male	89%
Female	11%

## COLLEAGUES NATIONALITY STATISTICS April, 2023

No.	Nationality	No. Colleagues	%	No.	Nationality	No. Colleagues	%
1	Australia	2	0.67	12	Myanmar	1	0.34
2	Bangladesh	55	18.52	13	Nepal	8	2.69
3	Bhutan	1	0.34	14	Pakistan	1	0.34
4	China	1	0.34	15	Philippines	8	2.69
5	Egypt	4	1.35	16	Russia	1	0.34
6	India	35	11.73	17	Spain	1	0.34
7	Indonesia	9	3.03	18	Sri Lanka	28	9.43
8	Malaysia	1	0.34	19	Thailand	2	0.67
9	Maldives	133	44.78	20	UK	1	0.34
10	Mauritius	1	0.34	21	Uzbekistan	2	0.67
11	Morocco	1	0.34	22	Zimbabwe	1	0.34
<b>TOTAL</b>	<b>STAFF</b>	<b>297</b>	<b>100</b>				

## B.8 Employee Protection

Salaries and benefits meet national regulations, and all payments required by law into insurance and holiday funds are made on behalf of all colleagues. Overtime is paid for hours worked beyond the established work in accordance with Employment Act of the Maldives. Week hours and working hours do not exceed the legal maximum established by the labour law, but being a hospitality industry at times a need might arise to work additional hours, colleagues are accordingly remunerated as per the policies outlined. The colleagues are given career development plans and cross training exposure to preferred areas to motivate the moral of the colleagues.



*Employees receive training and capacity building – Fire Drill and Diversity Training session*

## INTERNSHIPS PER DEPARTMENTS in 2023

Number of interns/trainees per department	No. of Colleagues
Food & Beverage	3
Housekeeping	1
Marine Biology & Sustainability	1
Talent & Culture	1
<b>TOTAL in 2023</b>	<b>6</b>

Training and capacity building is provided for local community non-employee residents to develop qualified local labour force through the Fairmont H.E.L.P. Program ("Fairmont Hospitality Education Learning Program"). The purpose of this 24 Weeks Training Plan is to improve the soft skills of the participations of this program as well as the technical training that they get in their departments. Fairmont Maldives Sirru Fen Fushi aim to serve the society as a part of our CSR / Planet 21 to have a very talented local graduates who can later fit perfectly within Maldives hotel industry. The trainees will be assigned to the respective department based on their passion. The soft skills training sessions will be conducted on a weekly basis and for 6-month period. Each session will take one or two hours.

The hotel, also offers training and capacity building for all employees and develop with their Head of Departments their own tailored Personal Learning Development Plan. Each department submits a monthly training calendar conducted by management for their teams to the Learning and Development Manager. Some training module and courses are compulsory for all employees at the resort either during their induction orientation and on-boarding, or throughout their first 12 months of employment.





### **B.9 Basic Services**

The activities of the business have not impacted or jeopardized resources or services in the local area or neighbouring communities in any negative manner. The activities of the business generate a number of secure jobs and reflect positive influence in the community. The resort was built on an uninhabited and independent island and is producing its own water and its own electricity for its own use.

### **B.10 Local Livelihoods**

Fairmont Maldives Sirru Fen Fushi building structures are designed according to legal compliance and appropriate mitigation. The building structure follows the regulations in line with the Ministry of Tourism norms. Activities of the business have not impacted or jeopardized individual or community livelihoods by limiting their legal access to land resource use, to rights-of-way, to transport or to housing.

### **B.11 Bribery & Corruption**

Fairmont Maldives Sirru Fen Fushi strictly prohibit all forms of bribery taken directly or indirectly. It prohibits its colleagues from soliciting, arranging or accepting bribes intended for the colleagues benefit or that of the colleagues' family, friend associates or acquaintances. The management reviews on fair practices based on the selection of vendors and materials that are eco-friendly and support the vendors with best environmental practices. Not gifts can be accepted from any supplier or third-party partner. Fairmont Maldives Sirru Fen Fushi adhere strictly on anti-bribery and corruption and no forms of bribes or gifts are encouraged. As per Fairmont Maldives Sirru Fen Fushi policy charitable contributions and sponsorships are not used as a subterfuge for bribery.

## C. CULTURAL HERITAGE

### C1.Code of Behaviour

The company policy code of conduct includes established guideline on the code of behaviour concerning the protection of local cultures and the guests are provided with relevant information of local culture, customs and tourism of the Maldives. The colleagues at Fairmont Maldives Sirru Fen Fushi are trained to guide guests towards the cultural sights and events and/or entertainment/restaurants that the guests are most interested in.

Local Maldivian culture and idiosyncrasies can be explained and discussed with guests, but mainly the culture is significantly different from anywhere else in the western part of the world, from where we have a substantial amount of guests coming from. Guests are briefed through the basic dos and don'ts recommendations before going on local island excursions.



#### PART C: Ethical Code of Conduct & Accor Ethics & CSR Charter

The AccorHotels Ethics and CSR sets standards of behavior expected from everyone who performs work for AccorHotels group. The Employee acknowledges that he / she has read it before signing on the employment contract. The Employee understands the contents and will undertake to comply with the terms set out in the Charter. The Employee understands that it is his/her duty to comply with any of the terms of the Charter, he / she may be subject to disciplinary proceedings of the Employer and / or AccorHotels or such decision of management as they deem appropriate. A copy of this document can be collected from Talent & Culture department at any time and will be part of mandatory onboarding kit.

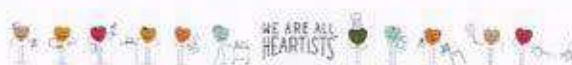
#### COMPLIANCE WITH THE LOCAL LAW AND PROHIBITION OF FRAUD

- Employees must comply with the letter and spirit of all applicable laws, rules and regulations in the various jurisdictions in which the Company conducts business.
- Employees who work at hotels or who have access to confidential information about Resort must not engage in insider trading or inappropriate disclosure of information.
- While engaged, directly or indirectly, in the Company's business activities, or while conducting personal activities which may impact, directly or indirectly, the Company's business, Employees are strictly prohibited from engaging in fraud or illegal acts of any kind. Such actions may subject the offending Employee to immediate disciplinary action which may lead to termination with immediate effect.

#### CONFLICT OF INTEREST

Employees must avoid all situations in which their personal interests, the actions they take and the decisions they make in their sphere of responsibility, directly or indirectly, conflict or may be perceived to conflict with their duties to the Company. Employees are prohibited from:

- (a) Appropriating, for their personal benefit, any opportunities that are discovered through the use of Company property or information or their position with the Company.
- (b) Using Company property or information or their position with the Company for personal gain.
- (c) Engaging in any business, commercial or financial interests or activities that might reasonably be regarded as competing with or is complementary to the Company, its business or its activities.
- (d) Employees must not gain improper financial benefit as a result of their employment with the Company, or by the use or misuse of confidential information of the Company, should a relative or someone in a close personal relationship with an Employee gain improper financial benefit from the employee's employment or confidential information, an employee must report this benefit. Improper financial benefits may subject to severe disciplinary action which may lead to termination.



#### PROTECTION AND PROPER USE OF COMPANY ASSETS

All employees must safeguard the Company's assets and ensure their efficient use and protection from loss, damage, theft and misuse. Under no circumstances may Company assets be used for illegal or unethical purposes. The Company's assets include (without limitation): Employee work product and time at work; the Company's equipment, supplies, computers, systems and software; the Company's trading and bank accounts; the Company's information; the Company's reputation, trademarks and name; the Company's manuals, training and promotional programs; the Company's strategy, marketing, development and other such plans; and, the Company's business contracts and opportunities.

#### PROPRIETARY AND CONFIDENTIAL INFORMATION

- Employees must not use, for their own financial benefit, or disclose to others unless specifically required in the performance of their duties, proprietary or confidential information obtained as a result of their employment with the Company. In addition, the Company may obtain or have access to confidential information that belongs to other persons or entities. Both proprietary and confidential information are to be held in the strictest confidence, and employees must not disclose this information to any person or entity.
- Proprietary / confidential information includes: the Company's (electronic or hard copy) records, reports, papers, devices, processes, plans, manuals, methods, etc. Employees are prohibited from revealing private and / or confidential information without proper authorization.

#### PRIVACY

The Company and its employees are committed to high standards for the protection of personal information of both employees and Guests. Personal information (in general terms) includes: information about an individual that is personally identifiable, which is not otherwise publicly available and is not part of an employee's work identification. Nothing in a document or transmission or other product of an employee's use of e-mail addresses or e-mail or internet access provided by the Company or the use of any other work-related resources, tools or networks provided by the Company, which relates to that employee, shall be part of their private personal information.

#### FAIR DEALING AND TRADE PRACTICES

- The Company's business activities must be conducted in a fair and ethical manner and in accordance with the letter and spirit of all applicable laws, rules and regulations in the various jurisdictions in which the Company conducts business, including any applicable competition and trade practice laws and regulations.
- Each employee must deal fairly with the Company's Guests, employees, customers, suppliers and competitors. No one should take unfair advantage through manipulation, concealment, abuse of privileged information, misrepresentation or omission of material facts or any other unfair trade.



## C2. Historical Artefacts

Historical and archaeological artefacts are not sold, traded, or displayed. Fairmont Maldives Sirru Fen Fushi provides to the guests with lists of illegal products and souvenirs.



### Illegal Products & Souvenirs

Please note that any products and souvenirs made from the following coral, animals or shells are illegal in the Republic of the Maldives and cannot be taken from the ocean or islands for import or export:



**Black Corals**



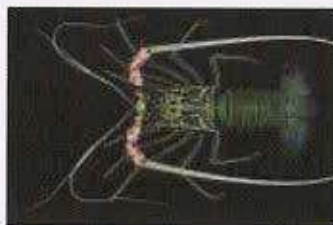
**Stony Corals**



**Triton Shells**



**Pearl Oysters**



**Pearl Oysters**



**Turtles / Turtle Shells**

### C3. Protection of Sites

Fairmont Maldives Sirru Fen Fushi complies with laws, standards and regulations concerning the protection of historical sites and cultural heritage. Guest are provided with information on the preservation and access to the site's history, culture and natural environment.





#### C4. Incorporation of Culture

Fairmont Maldives Sirru Fen Fushi places great emphasis on being a part of the local environment in regards to cultural and social activities, as well as incorporating use of local food and competencies from local businesses. We take great pride and spend a lot of time and energy explaining our collaboration with local suppliers and businesses to interested parties. Fairmont Maldives Sirru Fen Fushi represent the local cultural and heritage by welcoming all guests arriving at the resort with Boduberu, the local drums.





## **D. ENVIRONMENTAL**

### **D1. Conserving Resources**

In line with Fairmont Maldives Sirru Fen Fushi Sustainability Development plan, the use of Environmentally Preferable Purchasing (EPP) helps Fairmont Maldives Sirru Fen Fushi "buy green," and in doing so, uses the buying power to stimulate market demand for green products and services. However, this statement should not be key deciding factor in making a commercial buying decision. Very strong preference given to fair trade and eco-certified suppliers – we will often choose to not have a service, rather than compromising our integrity.

#### **Fairmont Maldives Sirru Fen Fushi energy saving initiatives best practices:**

We minimize our output of printed matter, and prefer to communicate through our website (which is CO2 neutral). Our suppliers often bring their products in crates and cases, which are reused and taken back. Every attempt is made to increase the awareness of the suppliers to avoid using crates and cases where ever possible.

At Fairmont Maldives Sirru Fen Fushi we always try to work towards a greener Maldives and we strive to implement innovated technologies whatever is the best for our guest and the environment.

Chillers and freezers temperatures are measured and monitored on a constant basis by the Kitchen and Engineering departments. Energy usage is specified and recorded. Motion sensors lighting for at least 50% of applicable areas is considered. All rooms need a room key in order to turn on lights – whereby all electric appliances are turned off when guest is not in room. Automatic and efficient temperature is set in all the rooms. 99% of the resort is provided with the LED lights and outdoor lighting is controlled by a timer. Energy efficient equipment is purchased wherever available, and only used when needed. No disposable cutlery or other eating utensils are used in the resort.

Black and grey waste water is managed in a non-polluting way, and does not affect public health. This is supported by the MEE (2017) National Water and Sewerage Policy, Ministry of Environment and Energy, Male', Maldives. Active system in place to detect and repair leaking toilets, faucets and showerheads in guest rooms, and is run in co-ordination with housekeeping department and engineering department. Active system in place to detect and repair all machinery and equipment on a regular monthly basis, and is run by engineering department. Native plants or low water plants used in landscaping are used to minimize water in the outdoor garden to use minimum water.

HACCP practices are in place in the resort and regularly audited by an external Food Safety Company and also internally. Guests' preferences and allergies are taken into consideration, offering appropriate portions when requested, to offer the best culinary experience. Fairmont Maldives Sirru Fen Fushi has shown their commitment towards a strong food safety culture by achieving high scores in external Food safety audits for the past few years. The resort is planning to get HACCP certification in the near future; HACCP team and meetings are currently taking place.



## Highlights



*Preference given to environmentally responsible service suppliers (bicycle rentals for the guests)*



*Use of PVC-free key cards and/or certified wood cards – rubber wrist band*



*Towel & Linen reuse program in place*



*All-you-care-to eat operations shall not provide trays for consumers – no tray provided*



*Straws are offered upon request only*



*No bottled water is sold, except when packaged on-site or locally produced in refillable bottles (Not PET)*



*Large filtered water dispensers and recycled paper cups offered in the spa and fitness centre (to replace individual plastic water bottles)*





*"Take-back" policies with suppliers (e.g. fish & fruit/veg supplier provides fish in reusable containers and takes back the container from the previous drop-off)*



*"To-go" flatware, cup and containers not used or made from recyclable or compostable materials*



*Green energy (electricity) is purchased where available*



*Facility has a white or "green" roof reducing the urban heat island effect*





## **D2. Reducing Pollution**

Fairmont Maldives Sirru Feni Fushi recycles waste and are looking for more improvement. In the first level we try to reduce the waste generation, secondly preference for reusing the items and lastly donated to the local charities, communities, hospitals or shelters. Using reusable crate for vegetables and bakery products to minimize waste generation. We attempt to produce as little waste as possible, and nothing is thrown out, that can be used again.

### **Waste Management**

As far as is reasonably practicable, waste management and waste minimization will be practiced through the following waste hierarchy approach:

### **Waste Segregation & Launch of our Sustainability Lab**

We also launched in February 2022 our new Sustainability Lab, the first plastic recycling facility in the Maldives. Plastic waste is collected from local islands and nearby resorts to be transformed into bespoke souvenirs, useful school equipment and exquisite furniture. With our Sustainability Lab project, we launched the Fairmont Award Scheme in 12 schools where we carry out numerous workshops, educational presentations and activities. This includes going into the schools to carry out beach cleaning activities, and teach them about plastic waste, coral reef ecosystems, climate change, sea level rise and marine wildlife conservation. We also bring the children to the resort to experience a detailed orientation of the sustainability lab and the entire process from plastic waste to recycled plastic products. By showing the children first-hand how plastic is not just garbage for landfill, but can be used to design their very own furniture, we hope to bring about a revolutionary change in mind-set in how we think about disposing of waste. We aim to inspire the next generation of eco-warriors to lead the change in protecting their local environment and biodiversity from plastic pollution.

Waste streaming is a highly effective way of reducing waste. The segregation of waste plays a role in reducing, reusing and recycling the waste.

- o All back of house areas are provided with different bins for proper segregation of waste.
- o The main garbage area is operational with Plastic, Aluminium and Glass, separated from the general waste to be fully recycled on the island by our new Sustainability Lab.
- o Guest area's waste collection: separate bags are used to collect general waste and the cans and plastic bottles from all the guest areas to increase the recycle waste and measure for proper segregation
- o All hazardous wastes like battery and bulbs are been separated and stored in designated area and monitored by engineering department. The waste is disposed to the approved suppliers.
- o All new joiners are fully briefed about the benefits of segregation, procedures for collection waste, receive an orientation tour of the sustainability lab and recycling procedures and are also made aware of the Resort's environmental policies
- o All recycled and non-recycled waste have to be sorted, collected and stored at separate segregated areas in the garbage room.
- o Plastic is put through the resort's shredder and melted using either our Hot / Cold Sheet Press or extruder. This enables us to turn plastic waste into bespoke souvenirs, useful school equipment or unique and exquisite furniture.



- Ø Aluminium is both, crushed and processed in our shredder and put in storage awaiting the arrival of an aluminium smelter.
- Ø Glass is sent through our glass crusher, and can be added into 25mm thickness plastic recycling sheets to be included in the recycled tabled designs.

A food-saving program is established in between culinary department with strategies to reduce food wastage such as pastries sent to the staff canteen instead of being thrown away, and buffet menus for guests changing to a-la carte when the occupancy is low.

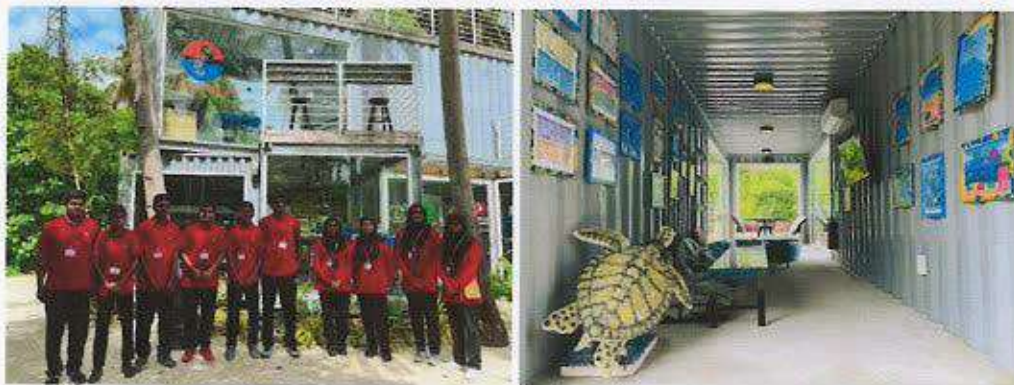
We also have a new food waste composting machine which arrived in January 2023 so we can use the compost created in our new Chef garden.

Colleague laundry is washed in-house with environmentally friendly detergents. Computer and electronic equipment is shut down when work-day is over. Water usage is monitored and specified. All appliances are set at the most efficient level, to save energy, money and appliances.

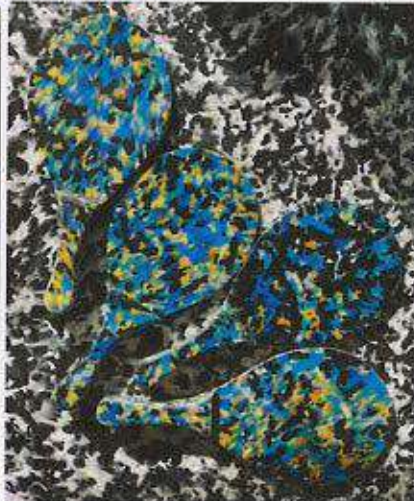
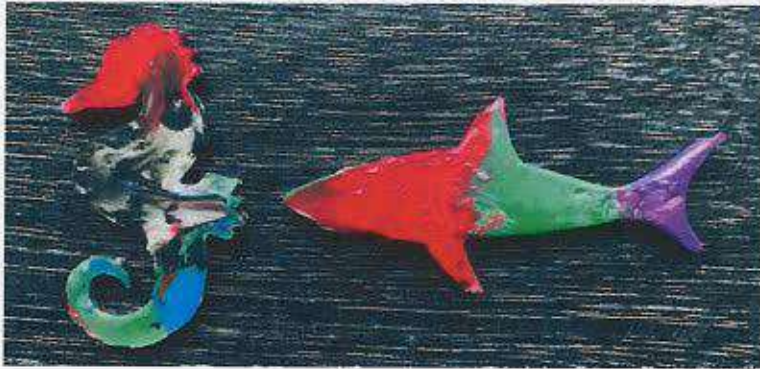
Our concrete aim is to reduce our use of water, electricity and waste in the course of the next year, some of the targets and initiatives to achieve the same are:

- Ø To raise awareness of the environment within the guest rooms by way of environmental information on the room television and room information brochures.
- Ø To plan a partnership with Parley Maldives, collect recycle waste to ensure that zero waste goes to the local landfill site.
- Ø To measure emphasis on sustainability development for continual improvement.
- Ø To implement for energy saving projects.

## Highlights



*Sustainability Lab, Maldives first plastic recycling facility. It has an education centre to teach guests and local schools about climate change, recycling and ocean conservation.*



*Selection of some of the products created in the Sustainability Lab, made from 100% recycled plastic.*





Automatic towel dispensers or paper-free hand dryers are used in public restrooms – hand towels are available for the guests



Amenity (soap, shampoo, etc.) dispensers in guest bathrooms, employee locker rooms, spa and fitness centre



Styrofoam products on the property have been eliminated (guest rooms, break room and kitchen). Styrofoam upcycled into filler for bean bags and storage for recycled plastic pellets.



Delivery of guest newspapers by request only - newspaper QR reader



*Provide employee dry cleaning/laundry in reusable, washable bags*



*Reuse coat hangers from employee uniforms and guest dry cleaning*



*New food processing machine arrived in January 2023 so we can turn wet garbage to compost.*





*Using processed food waste for composting of our new Chef's garden.*




### D3. Conserving Biodiversity, Ecosystems and Landscapes Wildlife Species

As part of Fairmont Maldives Sirru Fen Fushi environment commitment, we are not purchasing, using or promoting any products originating from unsustainable practices or serving food from endangered species prescribed by ICUN Red list. Endangered species or items stemming from unsustainable practices are not used or consumed as per company's purchasing policy. Fairmont Maldives Sirru Fen Fushi will support the biodiversity through Manta Trust and Olive Ridley projects in participating in their activities.

- o Fairmont Maldives Sirru Fen Fushi prohibits the use of invasive alien species in the landscaping or the available potted plants. Native plants and low water plants are used to minimize water in the indoor and outdoor garden.
- o Fairmont Maldives Sirru Fen Fushi has actively been a participating in coral restoration and beach/reef cleaning activities.
- o Preserving the environment is one of our core values and we will extend our continuous efforts to raise awareness and encouraging not only our colleagues, but also our guests to be more conscious about the environmental sustainability.

### Highlights



#### Sea Turtle Code of Conduct

By following our simple code of conduct, you avoid disturbing these beautiful creatures. It will also give you the chance to experience a unique wildlife encounter.

 **OLIVE RIDLEY PROJECT**

#### How to act around nesting turtles

- 1 **Pay attention.** When you see a turtle coming up the beach, keep your distance, turn off any lights you are using and crouch down low. Do NOT walk closer.
- 2 **Avoid loud noises.**
- 3 **Do NOT take pictures of the turtle with flash.**
- 4 **Do NOT walk or stand in front of the turtle.** Only approach the turtle carefully from behind after she has started laying eggs.
- 5 **Do NOT shine a flashlight in a turtle's face.**
- 6 **Do NOT touch the turtle.** If the turtle appears to be in distress or is stuck, help the turtle find its way back to the ocean or seek professional help.

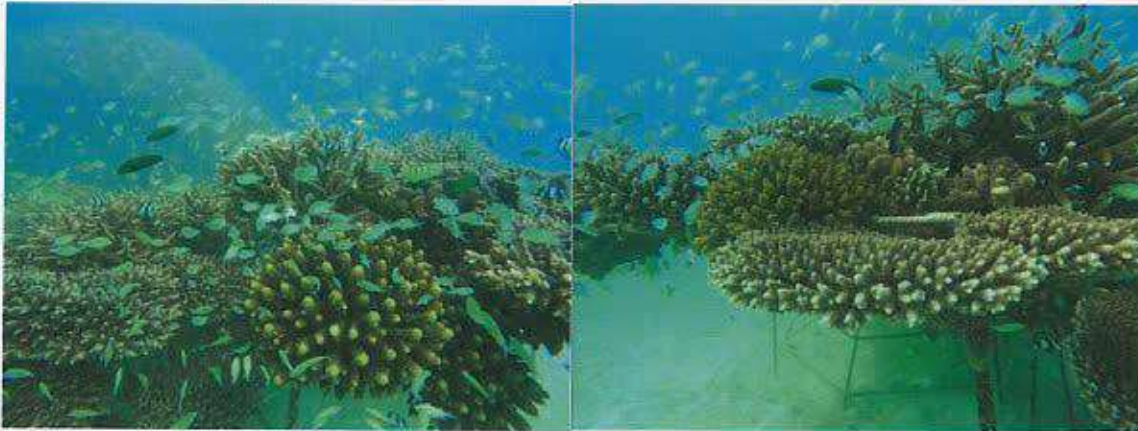
#### How to act around hatching turtles

- 1 **Turn off bright lights.** Lights may distract the turtles from finding their way into the water.
- 2 **No flash photography.**
- 3 **Watch your step.** Be careful not to step on hatchlings on the beach.
- 4 **Do NOT handle hatchlings** unless advised otherwise by a qualified person.
- 5 **If you find hatchlings that appear disoriented or have gone inland, gently rotate the hatchlings to face the ocean and seek professional help if necessary.**

[www.oliveridleyproject.org](http://www.oliveridleyproject.org)

*Interactions with wildlife must not produce adverse effects on the viability of populations in the wild. Guests are informed of such protocols during their stay to help protect endangered species and their habitats.*





*Plan exists for the restoration and rehabilitation or habitat area: Coral Reef Restoration*



*Plan exists for the restoration and rehabilitation or habitat area: Beach Cleaning*



*Artificial feeding of wildlife is prevented, except when it is done by sowing host or food plants*

## OUR COMMON FUTURE

We will pursue with our strategy to reduce consumption by changing our behaviours, reviewing our standards & operations, eliminating wastage, improving the performance of the installation & the equipment.

**Sustainability targets for Fairmont Sirru Fen Fushi Maldives for upcoming years includes:**

FUTURE VISION	CURRENT PRACTICE	TARGET	BY WHEN
Local employees' employment	45%	50%	Continuously throughout the year
Gender ratio Female vs Male	11%	15%	By End of 2023
Occupational Health & Safety Accidents	0 accidents	0 accidents	Year 2023
TRUST YOU surveys	91.97%	93%	End of 2023
Single-use plastic-free	100% Single-use plastic eliminated FoH	100% Single-use plastic-free BoH	End of 2024
Occupancy/motion sensors for lighting	Motion sensors only for outdoor lightings	At least 25% of applicable areas	End of 2023
Fire & emergency full evacuation drill is conducted including all staff, guests and visitors	Not yet	Annually	End of 2023
HACCP certification	Next Audit: Nov 2023	Certified	End of 2023
Green Globe certification	Next Audit: Aug 2023	Certified	End of Aug 2023
Organic waste is used in a management program	Mulching & Composting	Composting for local islands in atoll.	End of 2023
Sustainability / Recycling Lab	Recycling Plastic & Glass Waste	Recycle PET Plastic Waste	End of 2023
Solar Energy Generated	1,043 KWp	2,543 KWp	Mid 2024
Waste Consumption	3,500kg plastic waste recycled in the lab.	Recycle 5,000kg of plastic waste in the lab	End of 2023